

## DECISION OF DETERMINATION HEARING

(Personnel Form 155)

Employee Name	Employee SSN	Department
Nancy Martin	104631	Judicial Department
Employee Job Title	Date of Determination Hearing	
Court Administrator	October 14, 2004 13	

## Statement of Department Head's Decision

You are hereby notified that after the due process determination hearing and consideration of the charges and possible violations of Personnel Rules and/or the Civil Service Act of Dothan, as amended, I have made the following decision concerning disciplinary action: (State the decision in the space below)

Effective October 18, 2004 at the close of business, Ms. Martin's employment is terminated.

Furthermore, you are hereby advised that if you are dissatisfied with this decision to discipline, you have available to you the procedures for review and/or appeal as provided by the Civil Service Act of Dothan, as amended, and the Personnel Rules and Regulations.

Signature of Department Head

Date Signed

10.18.04

## Employee Certification of Receipt of Department Head's Decision and Employee Notice of Appeal Right

I hereby certify I have received a copy of this decision to discipline from my department head or his/her designated representative. I understand that should I wish to appeal my department head's disciplinary decision I must file a written notice with my department head and the Personnel Board within the time period specified in the Personnel Rules and Regulations, Section 3-50, Appeal of Disciplinary Action. Personnel Form #152 – City of Dothan Appeal Form may be used to initiate an appeal of disciplinary action.

Employee's Signature

Date Signed

Nancy C. Martin

10/18/04

To be completed by person serving this notice to employee

Signature of person serving this notice

Date Notice Served

Time Notice Served

Signature

10-18-04

1410

Distribution:

 Original to Personnel Copy to Department Head Copy to Employee